

FOCUS

Volume 3 Number 10

Published by The Jamaican Canadian Association

July 1993

J.C.A VOLUNTEERS RECEIVE AWARDS

By Ray Reid

The 1993 Ministry of Citizenship Volunteer Award show was held in the John Basset Theatre at the Metropolitan Toronto Convention Centre on Thursday, April 22nd. The show, entitled "A Festival of Stars," was held to honour those persons who have dedicated themselves unselfishly to their respective community organizations through years of service.

Those being honoured were presented with commemorative pins in gold or silver, indicating their years of service. Those with five to fifteen years of community service were presented with silver pins, and those with fifteen to twenty-five years of service were presented with gold pins. The pins were presented by both the Minister of Citizenship and the Minister of Culture, Tourism, and Recreation.

The evening of celebration was one



JCA Awardees along with the minister of citizenship and the minister of Culture, Tourism and Recreation.

From left to right: Ruel Gray, Barbara Thomas, The Hon. Elaine Ziemba, Marilyn Amiel, Cheryl Williams, The Hon. Anne Swarbrick, Eula Smitt and Loy Manning

to remember for those receiving recognition. The Ministry of Citizenship and the Ministry of Culture, Tourism and Recreation spared no expense in honouring the most valuable members of our community. The show highlighted and recognized each and every member from the majority of community agencies throughout Toronto. It was a true representation of the various cultures that make this great city what it is today; and for the evening, credit was given to those persons most deserving of receiving its awards.

OUR FINEST

Among the hundreds being presented with commemorative pins were seven members of the Jamaican Canadian Association. These individuals were being recognized for their dedication to the Jamaican Canadian Association for time ranging from five to fifteen years. Those being honoured were Barbara Thomas, Ruel Grey, Cheryl Williams, Eula Smith, Loy Manning, Anthony Biggs, and Marilyn Amiel.

The show was a spectacle deserving of those persons being honoured. The event was filled with the glitz and glamour not often associated with community volunteer work. However, all the recipients were deserving of being the centre of attraction for the evening.

INSIDE InFOCUS

<i>J.C.A. members honoured</i>	<i>1</i>
<i>Editorial</i>	<i>2</i>
<i>The President's Desk</i>	<i>3</i>
<i>Employment Equity</i>	<i>4</i>
<i>Social News</i>	<i>5</i>
<i>Fundraising News</i>	<i>5</i>
<i>Staff Report</i>	<i>7</i>
<i>Staff Profile</i>	<i>9</i>
<i>More Awardees</i>	<i>10</i>
<i>Advertisements</i>	<i>11</i>

continued on page 10

EDITORIAL

The business of educating our children is no different from any other business venture; and that's the reality teachers, parents, government and their agencies and community groups must come to grips with.

The education of children is an investment in the future. It needs a plan, money, good workable strategies and, most importantly, maximum attention and supervision. If one chooses to treat it any less than a business upon which one's livelihood is dependent, then the outcome will be no different from any other business that receives little or no attention and supervision; it is common knowledge that the result will be failure. During the week of May 31, 1993 to June 7, 1993, the **Toronto Star** carried a number of articles reflecting on the education system in Canada, with emphasis on Ontario. The articles focused on the problems, difficulties, achievements, etc. However, the article carried on June 2, 1993, made reference to an 18-year-old student at West Humber Collegiate. Steve Ashaolu, who commented on the positive turn-around at the school, was quoted as saying, "From my point of view, the difference is that students used to feel

neglected. That's why things are changing. If they feel they belong, then they have a reason or purpose to achieve."

Steve's observation is one that is shared by many other students as well as other people who understand the importance of education. Therefore, the persons involved with the education of our children need to seriously examine this observation, be convinced of its intent, and use it as the guiding star to improve the quality of education imparted to our children.

The problem we are facing today in the education system is one that could have been avoided if only our leaders were open minded, perceptive and long term investors. It is safe to say that before 1960, 80 percent of all families managed to survive on a single income. The economic realities over the last 30 years have changed considerably, and today we have an opposite situation where approximately 80 percent of all families must rely on double income if they are to get by. As a result, children are being neglected. Parents spend a lot of time at work and very little time at home and, in many cases, no time with their children.

The school system was never prepared to deal with this situation; in fact the school system has changed over the years. The education foundation of the past has shifted. Standards by which students' achievements were measured have been discarded. Standards that were set, towards which students would aspire, have become obsolete. School boards and education ministries promoted and tolerated laissez-faire as the method by which children should be educated. Many people over the last 30 years, and even today, are very critical of the previous method;

July 1993 InFocus 2

but they fail to realise that the success some of us enjoy now is a result of the quality of yesterday's work and system.

The mistakes we made and continue to make are very obvious. Not all parents accept or have the means to accept the leading role they must play. On the other hand, the schools are ill prepared, in particular teachers and guidance counsellors, to deal effectively with the children who are coming from homes where there is a lack of parental attention.

Since it is impossible to return to a society comprised mainly of single-income families, and since there is the emergent problem of large numbers of single parent families, our best hope for the future is to return to the best elements in the old method of educating children, as well as to prepare the educators adequately to deal effectively with the changing demographic and sociological patterns in society.

The Jamaican Canadian Credit Union (Toronto) Competitive Lending Rates

1621 Dupont Street Toronto,
Ontario, M6P 3S8

Join Save Borrow

For more information please
dial: (416) 535-4476

THE PRESIDENT'S DESK

JCA CREDIT UNION TO BE EXPANDED

Submitted by K. Fuller, written by Mel Thompson.

The news has been out for some time, and members of JCA who are not members of the JCA Credit Union should be alerted to the fact that plans are far advanced to transform and expand the JCA Credit Union from its present virtual "in house" operation, ultimately, into a primary financial institution for the Black and Caribbean Community.

The impetus and push for this development have been based upon a perceived need for an institution that would be more responsive than traditional financial institutions to the needs of the Black and Caribbean Community for banking and financial services.

The Government of Ontario had been alerted to the problems of the community in this area and was receptive to the idea that our Credit Union, with its thirty year history, the only Black Credit Union in Metro, would be the nucleus upon which to build a community institution.

The project will be financed as a Community Economic Development program, with substantial amount of funding to meet capital cost, staffing the training and other developmental expenses. It is our hope that once

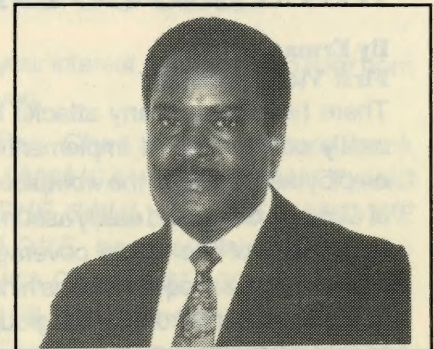
established, the "New" Credit Union will be supported without reservation by the Jamaican community in particular and the entire Black and Caribbean Community.

We have a special interest in the project; it will have lost its identity as a JCA affiliate, as a result of a name change to broaden its "bond of association" and reflect its mission to serve all segments of the Black and Caribbean Community. However, community pride, loyalty and our own selfishness dictate that we support the venture enthusiastically. I presume that soon there will be a community blitz to recruit members (shareholders) and to solicit your business, whether it is a deposit, a car loan or personal loan of any type or mortgage.

Bear in mind that if you are not a shareholder, you would have no opportunity to influence policy in this New Credit Union by participating in the election of directors. Therefore we should all buy shares.

Now that the project is well underway, we should extend our appreciation to those who had the foresight to start the Credit Union thirty years ago. My recollection

July 1993 InFocus 3



JCA's President K. Fuller

is that it was the stalwart Mr. Bromley Armstrong's brain child, and he nurtured it for years.

But presidents do change and the job of management and building has not been easy. Over the years, week after week, day after day, dedicated and committed individuals have run the Credit Union and conducted its business voluntarily; it took considerable effort to have maintained. They ought to be proud of their effort and crowning glory that their small institution will be the foundation pillar for what is the first significant black cooperative community business enterprise in this province.

We applaud all the JCA Credit Union Volunteers, past and present for their commitment and contribution over the decades.

J.C.A.
always needs
good people.
Help Us.
Call Us.
Come Grow with
us!

LET US CELEBRATE JAMAICA'S INDEPENDENCE
AND THE JCA'S ANNIVERSARY

AT A GRAND INDEPENDENCE GALA

Radisson Hotel (Don Valley and Eglinton Avenue East)

Saturday August 7, 1993

Dance to live Band and Disco! Cocktails at 6:00 p.m. Dinner at 7:00 p.m.

Tickets: \$60.00 per person

Tickets are available at the JCA Centre, 1621 Dupont Street, 535-4476 and the Jamaican Consulate, 214 King St. W., Suite 402, Tel.: 598-3008,
Or also 781-4982, 421-6334, 896-3743

InFocus
Published by:
**The Jamaican-Canadian
Association**
1621 Dupont Street
Toronto, Ontario,
M6P 3S8
Telephone: (416) 535-4476
Facsimile: (416) 535-9165
Editorial Committee:
Herman Stewart, Karl R. Fuller
Erma Collins, Billroy Powell
Editor
Billroy Powell
Typesetting and Layout
Milton E. Thompson
of MelloGraph-It!! Tel.: 658-9736

EMPLOYMENT EQUITY

July 1993 InFocus 4

DOES EMPLOYMENT EQUITY MAKE ECONOMIC SENSE?

By Erma Collins,
First Vice President

There have been many attacks recently on the idea of implementing employment equity in the workplaces of Ontario. One could easily assume, from much of the media coverage, that employment equity means hiring unqualified people from certain groups to do work that they cannot manage. Is that what "employment equity" means to you? Does it mean practising reverse discrimination, or does it mean levelling the playing field? Does it mean hiring unqualified people, or does it mean giving qualified people from the designated groups equal access to jobs and promotions? Does it mean putting up barriers against white males, or does it mean giving others the chance to be hired, trained, and promoted, too?

A few statistics (taken from the Ontario Government's background paper to the legislation) will indicate why the Government has felt compelled to move on the issue.

Sixty per cent of the current labour force is made up of Aboriginal peoples, persons with disabilities, racial minorities, and women (the designated groups). By the year 2001, people from these groups will make up 80 per cent of those entering the labour force. Can you imagine what the economic health of businesses and governments will be like if all this potential is not hired, groomed, and promoted?

The last Census figures show that Aboriginal peoples who do not live on reserves earned 26 per cent less than the national average. Those who live on reserves earned 42 per cent less.

People with disabilities had double the rate of unemployment of able-bodied people, and disabled people

who were employed were concentrated in the lower paying jobs.

The Census figures also show that, despite comparatively high levels of education, racial minorities are more likely to be unemployed or underemployed: 27 per cent of racial minority women with a degree or diploma were employed as clerical workers, compared to 11 per cent of white women and 3 per cent of white men with the same qualifications. You may be familiar with a 1985 study by the Social Planning Council of Metro Toronto that revealed that for every job offered to a black person, a white person with the same qualifications got three job offers. Overall, at each level of the society, racial minorities with the same training as whites earn between 74 and 84 per cent of what their white counterparts earn.

Women and men who have the same level of education are also not paid equally. The same Census figures show that white women with a university degree, working full time, earned 66 per cent of what similarly qualified men earned; racial minority women in the same category earned 56 per cent of the income that white men earned.

SO WHAT DOES EMPLOYMENT EQUITY MEAN TO YOU?

What are the highlights of the Employment Equity Bill that the Ontario Government introduced last year, after consulting a host of groups and individuals?

Employment equity is to be mandatory. (It is, by the way, not to be confused with pay equity. Employment equity requires fair hiring, treatment and promotion. Pay equity requires equal pay for work of equal value and, for women, is already law in Ontario.)

The Employment Equity Bill says that people from the designated groups are entitled to be considered for employment, hired, trained, and promoted free of barriers (e.g. unfair hiring practices and job requirements that have nothing to do with what is needed to perform the job, bias, prejudice).

Public sector employer (e.g. hospitals, universities, colleges with 50 or more employees and private sector employers with 100 or more employees will have to meet the full requirements. These include analysing their workforces; reviewing their systems (policies, practices) to see what the barriers are; setting goals and measures for getting rid of these barriers; introducing education and communication activities that will educate the workforce about what is going on; monitoring and evaluating the changes, to make sure that employment equity becomes a reality; and reporting the progress to the government. Smaller employers in both the private and public sectors will have a less stringent process.

A Commission is to be established to administer the legislation and educate the public. A tribunal will deal with complaints and order remedies. Companies wanting to do business with the Ontario Government would have to comply with the law.

There are companies in Ontario that are already implementing employment equity: National Grocers Company Ltd., Toronto; Ford of Canada and Canadian Auto Workers local 200, Windsor; Ontario Hydro and Canadian Union of Public Employees local 1 and Local 100, Toronto; the City of Kingston; Northern college and Ontario Public Service Employ-

Continued on page 6

COMMITTEES' REPORT

July 1993 InFocus 5

HAPPENINGS AND EVENTS AROUND SOCIAL

Norma Brown Larro

ANNUAL FAMILY PICNIC - JULY 11, 1993

KINGSBRIDGE PARK - Niagara will be the place this year. Tickets are on sale through your usual contacts priced as follows: \$25.00 adults; \$15.00 senior/children under 12.

Busses leave from the usual places Priced Chopper (formerly Food City) Dixie & Dundas in Mississauga and Loblaws at St. Clair and Bathurst in Toronto - 8:00 a.m. sharp.

ANNUAL INDEPENDENCE CELEBRATIONS

FLAG RAISING CEREMONY - August 1, 1993 Toronto City Hall, Podium Roof at 2:00 p.m. We would like to see more people coming out to support this event. It is a very important event and provides the opportunity to assert our heritage and nationality publicly. We urge you to make a special effort this year.

DINNER/DANCE - August 7, 1993 at the Don Valley Radisson at Don Valley and Wynford Drive - the fun starts at 6:00 p.m. sharp. (Looking forward to seeing all of you there you; are guaranteed a great time). Tickets are \$60.00 each and available now. You are advised to reserve your tickets early; we are not planning on selling tickets at the gate, if it's at all possible.

Selection of the speaker and the awardees is in progress. Nomination Forms are available from the JCA Office, if you would like to participate in the nomination process for the awardees.

MOTHER'S DAY

Thanks to my colleagues on the Board, committee members, the catering team and volunteers who chipped in and helped to make sure Mother's Day went without a hitch. It was very nice to see so many new faces in the crowd and it

seemed everyone was having a great time too! We hoped you enjoyed the afternoon as much as we think you did. Thanks to all of you for your continued support of the Association's functions.

Our Speaker, Mrs. St. Juste was, by all accounts, an excellent choice. She delivered such a timely address no wonder it was so well received. We were pleased that she was able to spend the afternoon with us and hope there will be many more opportunities for her to come to JCA to meet and mingle with the community!

Thanks to all the entertainers who performed for the mothers: Sonya Davidson, Danian Vickers, Singing Duo Cousins, Diana Storm, Joan Harvey Davis and Gospel Singer Mr. Agard. We are proud of all of you very talented young people and hope that you will experience the sweet smell of success, very soon. You are always welcome to come to the JCA.

OTHER MATTERS

Did you remember to bring something to the Quarterly Meeting for the FOOD BANK? If you didn't remember, well maybe next time.

Last year's Independence functions were captured on video. A copy can be yours for a \$20.00 donation to the Building Fund.

A Heritage tour is being planned for about the middle to the end of August 1993. It will be a 2-day tour - organized by Underground Heritage Tours - which takes us to Dresden, Uncle Tom's Cabin Country, then on to The Black History Museum in Detroit. The cost is \$150.00 adult, children under 12 half price. If this piques

your interest, I would like to hear from you.

Ray Chen's New picture book **JAMAICA - THE BEAUTY AND THE SOUL OF THE LAND WE LOVE** - is now available through the JCA Office at \$55.00 per copy, with 15% of that donated back to the JCA. The book not only makes a great gift but also a great conversation piece for the home.

SUGGESTIONS PLEASE

We would like to hear from you, the members, what other social functions would interest you, instead of, or in addition to the ones we now sponsor. **Continued on page 6**

FUNDRAISING COMMITTEE WALK-A-THON A SUCCESS BY BRUCE McDONALD

The 11th Annual Walk-a-thon went very well in terms of attendance. There were many new faces from the Princess Margaret Hospital Association and some in response to the advertisement in the SHARE NEWSPAPER. We welcome them and thank them for taking part in the walk.

This is the year of the raffle and each year we try to make available very attractive prizes. This year we are taking it one step further! We have sent letters to the three major car manufacturers asking them to donate a car for the raffle and we are working on subsidiary prizes as well. We are hoping for a positive response from all three. It is too early to give an accurate dollar figure from the Walk-a-thon, but we are confident that we have raised more money than last year.

I would like to thank all those who participate in the Walk-a-thon and look forward to seeing you in 1994.

COMMITTEES' REPORT

HAPPENINGS AND EVENTS AROUND SOCIAL

Continued from page 5

We want you to become more enthusiastic about your Association, and we think the only way to do that is to get you involved. Why don't you find out when committee meetings are scheduled and attend sometimes, to get a feel of what is going on in and around your association.

POSSIBLE EVENTS

Things we could do in the future. It is even suggested that we could do one or all of the following:

Boat Cruises - Independence, dinner, brunch, etc.

Exchange trips to other American, European and Canadian-Jamaican Organizations.

Independence trip to Jamaica, Europe, U.S.

Dinner Meetings.

Dinner and Show.

JCA Table at other Organization's Luncheon Meetings from time to time.

Trips - for example the Heritage Tour being planned.

There are all kinds of other things, but I am waiting to hear from you. If any of the above interests you, please let us know; and if we have enough people interested we can start the planning process.

CONTROL OF RECEIPTS - AFTER FUNCTIONS AND EVENTS

Those of you who sell tickets please make sure you are paid for the tickets that you give out because we will no longer be collecting at the gate. It causes too much confusion and the gate is too busy. I hope you can appreciate the change. If this happens in the future, we will ask the individual(s) to return the tick-

ets to you and sell them from tickets on hand.

Also please try to hand in your receipts as soon as possible after the function/event in an envelope with your name clearly printed on it and your receipts balance and unsold tickets returned. The treasurer and myself thank you, in advance, for your cooperation.

SOMETHING TO THINK ABOUT

If it's free, it's advice; if you pay for it, it's counselling; if you can use either, it's a miracle!

The Dundas West Family Medical Clinics

2172 Dundas St. West,
Toronto, On. M6R 1X3
Tel.: 516-2010

**Convenient Hours:
Open evenings and
weekends.**

With or without an Appointment.
Adult, Teenage, Children/
Female health care

**Female Physician
Available.**

Skilfit Employment and Services

310 Painted Post Drive, Suite A
Scarborough, Ontario,
M6N 3J5

Home Care / Homemakers

Contact: Alton Telfer
Tel.: 289-1142

*We provide a reliable and efficient
services in your home or institution.*

July 1993 InFocus 6

EMPLOYMENT EQUITY

continued from page 4

and Ontario Public Service Employees Union, Timmins; Placer Dome Inc. and United Steelworker of America Local 8533, Pickle Lake.

It seems that there are employers who may not necessarily be moved by the idea of levelling the playing field but who certainly see that employment equity means investing in people and having access to the largest possible pool of qualified personnel, so that they can have the competitive edge that is essential to competing in a GST, free trade, trading block, competitive world.

Is your employer among them? Is your union? Have you thought of what you can do in your workplace to assist the process? Have you ever raised the issue with your provincial member of parliament?

Remember, the Ontario Government has taken a bold step, but it is under attack -- as are people like you and me. Governments are known to back down from controversial positions when the heat gets unbearable -- unless there is equally compelling reason to do so. I believe that collectively and individually it is our responsibility to help the process along by educating ourselves about the bill, educating ourselves to compete on equal footing with anybody else, and lobbying the movers and shakers.

Helen E.
Tel.: 762-2138

Rose Florist
.....

2467 Bloor Street West
Toronto, Ontario,
M6S 1P7

Staff Report

July 1993 InFocus 7

CHANGING THE WAY THINGS WORK - EMPOWERING PARENTS TO ADVOCATE FOR THEIR CHILDREN IN THE EDUCATION SYSTEM.

By Jonice Loudon - Manager CYFS

The experience of Black students in the Canadian education systems dominates the agenda of all sections of the community. On one hand the agenda might include the celebration of achievement; on the other, analysing under achievement (the agony).

Research on schooling indicates that whether the experience is ecstasy (achievement) or agony (under achievement) the significant factor which influences academic outcome is parental involvement in the education of their children.

Parental involvement in their children's education is powerful whether the involvement occurs at home or at school. In the home, parents are role models, who by engaging in school-related activities at home, strongly influence long-term academic success. In the school, parental involvement sends a message to both the teacher and the child. To the teacher the message might be "I have expectations for my child within the system." To the child it also says, "I have expectations of you and I am here to support you."

PARENTS AS ADVOCATES

Parents' advocacy in the school system is a necessary step toward changing the way things work. The concerns which parents can address range from changing the curriculum to be more relevant to students from diverse racial and cultural backgrounds; employment equity in schools (e.g.) the hiring of visible minority teachers; the directing of children into special education classes; to student drop out.

The justification for parent advocates was eloquently articulated by Dr.

George McKenna who stated that by paying attention to those in greatest need, we advantage ourselves. Dr. McKenna was the keynote speaker at Adventure Place 20th Anniversary Conference May 3, 1993. In address, "Effective Education, the best Prescription for a Healthy Society," McKenna stated that schools must respond to the needs of children, particularly public schools. One of the ways to ensure effective education is parental involvement. McKenna also identified a number of changes in the school environment which would enhance academic outcomes. They are:

Changing the human temperature of school - make it warmer.

Stream students away from inequality to equality and excellence.

Employ great teachers to teach reluctant learners.

Establish a parent centre in every school

Make the school user friendly in order to prevent the drop out rate.

Encourage teachers to personalize their experience and define their role as teaching students rather than saying "I teach Maths" or "I teach English."

Empower students through an inclusive curriculum.

Change teacher expectations.

Provide resource to respond to children with different needs to ensure a similar outcome.

The range of changes identified by Dr. McKenna requires advocacy skills.

ADVOCACY SKILLS

Advocacy is defined as involvement in the life of another. The purpose of advocacy is to assist in securing the rights of one's self or another. Parents can be empowered to advocate for their children in the education system by learning advocacy skills. The following have been identified by Lynn Ziradalo as tips to be an effective advocate.

1. Believe in yourself - one person can do a lot.
2. Identify unmet need(s) or right(s).
3. Be systematic - know and bend your case.
 - Narrow down the problem.
 - Do your homework.
 - Document the facts.
4. Know Resources - Identify within your school support available and potential barriers.
5. Be assertive and communicate well.

An assertive person clearly states, but takes into account other viewpoints as well, then works for the right outcome cooperatively.
6. Establish a strategy.

Formulate a desirable solution. Put in the time needed for refinement, compromise and debate. Negotiate clearly.
7. Develop problem solving and conflict resolution skills.
8. Keep a paper trail - Your record keeping can help keep you on track and can also be a tool to inform others.
9. Follow-up - You may need to monitor any change, adapt and build.
10. Learn from others - Join Groups.

Parents requiring information about how to become an effective advocate may contact Jonice Loudon at Caribbean Youth and Family Services - Telephone (416) 740-1558.

PREPARING FOR RETIREMENT

BY THEO BRISCOE

Throughout our lives, biologically we change constantly. Although not visible, the special senses, vision, learning change; and as we age, it becomes progressively easier to disturb our homeostatic balances, which leaving a brittleness that was not there when we were younger

The purpose of courses in preparing for retirement is to persuade men and women while still at work to think about and plan for their retirement years; to help them find their own answers to questions in good time; to stimulate positive attitudes toward the full use of those years; to be informed of the opportunities available towards the full use of those years; and to be informed of the opportunities available to them to find companionship, pursue hobbies and interests, and to exercise their acquired skills and experience for themselves, and also in the service of others through volunteerism and mentorship.

Retirement is a period of life normally to be expected, a stage in life, like any other, to be enjoyed in due season.

Some questions which we should ask ourselves are as follows:

1. When I retire and income falls from earnings to pension, how am I to maintain a proper measure of the standard of living I have been building up for myself over the years?
2. When the pressures of work are off which have kept me physically and mentally on my toes until this time, how shall I keep myself mentally and physically alert?
3. When I am separated from those who have been my companions every day at work, who are to

be my companions, and where will I find them?

4. When the challenges of work, which have given purpose to my life day by day are gone, what new interest, challenges, and purpose must I devise for myself?

5. When I cease to fulfil the working role which has given me a sense of belonging, of being needed and of being useful, what part can I now

play as a active contributing member of society?

Finding answers to these questions is the responsibility of each individual, realizing that physical, emotional, economic and environmental factors all have a bearing on social functioning as we grow old. The sooner we find these answers will make our retirement years worth living.

WORKING AT CARIBBEAN YOUTH AND FAMILY SERVICES

By: Paul Wayne Simpson, Coop Placement Student.

I was privileged to be placed for a period of six months as a social worker trainee at the Caribbean Youth and Family Services, located at 2065 Finch Avenue West. Mrs. Loudon was my adored supervisor. Whoever said "A job ain't nothing but work", is obviously right. Even during my interview I had to work.

On, February 18, 1993, she requested I write an on-the-spot proposal of my objectives/expectations, and a formal cover letter. The interview apparently went well. In my opinion, no one believes in commitment, achievement, and excellence more than Mrs. Loudon.

Working at the Caribbean Youth and Family Services gave me the opportunity to expand educational plans for my future, develop a wider sense of self-worth, amplify my patience, understand and have greater respect for others in the classroom and workplace. I have already learned and earned the skills of amplifying organisational skills such as decision making, time management, self reliance, and problem solving.

All CYFS staff members were cooperative; they taught me a great deal about the nuclear family, black schooling and their educational outcomes. I also participated in many events during Black History Month and volunteered at Maple Leaf elementary school where I assisted children in reading and served as a black male role model. I also learned the true difference between youth, child and social worker. I would be proud to be a child and youth care worker who can be involved with troubled children, youth and families in group homes, treatment centres, hospitals, schools, facilities for young offenders, and other community based programs.

A special thank you to Jonice Loudon the manager of CYFS; Coreena Brooks, Family Service Worker; Charmaine Peart, Immigrant settlement and Adaption (ISAP) counsellor; Daelene Mackey, Secretary; Glena Anderson, Social Worker student; Nicole Ferguson, Student Placement. "You go girls." I cannot forget the male workers Horace Wright, Family service worker; and Anthony Lambie, Youth outreach worker. "Word up."

1993 EVENTS CALENDAR

J.C.A's UPCOMING EVENTS

Please detach and keep handy at a prominent place or note on your calendar.

JULY 11 ...Annual Picnic (Kingsbridge Park)

AUGUST 07 ...Independence Dinner - 31st anniversary

AUGUST 29 ...Quarterly Membership Meeting!

SEPTEMBER 19 ...Seniors' Dinner (Membership)

OCTOBER 16 ...John Brooks Scholarship Awards (Holiday Inn)

OCTOBER 23 ...Credit Union Dinner

OCTOBER 30 ...JCA Education Conference

NOVEMBER 28 ...Quarterly Membership Meeting

DECEMBER 05 ...Children's Christmas Party

DECEMBER 31 ...New Year's Eve Dinner & Dance

BINGO DATES

Date	Time	Coordinator
June 5	..... 2:00 - 03:45	... M. Amiel
June 11	... 7:15 - 10:00	.. M. Bailey
June 26	... 2:00 - 03:45	... K. Fuller
July 02	..... 7:15 - 10:00	.. M. Bailey
July 10	..... 2:00 - 04:00	.. B. Carter
July 17	..... 2:00 - 04:00	... M. Amiel
July 30	..... 7:15 - 10:00	.. M. Bailey
Aug. 06	..... 7:15 - 10:00	.. M. Bailey
Aug. 14	..... 2:00 - 04:00	... K. Fuller
Aug. 29	..... 2:00 - 04:00	.. B. Carter
Sept. 04	... 2:00 - 04:00	... M. Amiel
Sept. 10	... 7:15 - 10:00	.. M. Bailey
Sept. 25	... 2:00 - 04:00	.. B. Carter

By YASMIN THOMAS

If you are a group member, which role do you play.

1. *Those who watch things happen?*
2. *Those who make things happen?*
I choose to make things happen! Specifically, I choose to make a positive difference within our community as an Immigrant Settlement Counsellor.

As an active worker for the Jamaican Canadian Association, serving the Caribbean community, I am constantly reminded of our wealth in human and economic resources. One major contribution to these resources are the life experiences, various skills and knowledge of the new Caribbean immigrant.

I assist in the settlement of Caribbean immigrants by providing several services in the following areas: education, housing, jobs, skills development, immigration, support counselling, community agency referrals and general information. These services



YASMIN THOMAS

are provided in the office and through workshops. Another aspect of my work involves community outreach in malls, churches and schools.

My work experience includes crisis intervention training, psychiatric counselling, life skills training, and behaviour modification counselling. I graduated from University of Windsor with a Bachelors in Social Science, Major Psychology. I am currently enrolled as a part time student at York University to continue my studies in Psychology

THE JOHN BROOKS COMMUNITY FOUNDATION AND SCHOLARSHIP FUND

The 12th Annual Presentation of Awards and Dinner of the John Brooks Community Foundation and Scholarship Fund will be held on **Saturday 16th October, 1993, at the Downtown Holiday Inn, 89 Chestnut Street, Toronto (at Dundas).**

Social hour begins at 6.00 p.m. Dinner will be served from 7.30 to 8.30 p.m. Admission is \$40.00 per person or \$400.00 for a table of ten. **All tickets must be booked early and paid in advance.** The project has grown tremendously over the years due to public support, dedicated sponsors, and the hard work of our volunteers.

Your constant help is required to maintain this project for the benefit of our young people.

You can sponsor a student or a table of ten students to attend the Awards Presentation by making your contribution of a cheque to the Fund. Donations can be sent to the John Brooks Community Foundation at 334B Silverthorn Avenue, Toronto, Ontario **M6M 3G6. Ticket information for the Awards Ceremony can be obtained by calling 656-4317, 785-1794 or 896-3953.**

Your donation would be greatly appreciated.

Volunteers Recognized

JCA MEMBERS RECEIVED RECOGNITION FOR COMMUNITY SERVICES



Erma Collins (left) received Commemorative medal. Scarborough M.P.P. Gerry Phillips made the presentation.

On Saturday, April 17, in a ceremony at the Scarborough Civic Centre, Erma Collins first vice-president of JCA was one of 23 persons, nominated last year by Scarborough M.P.P. Gerry Phillips, presented with a Commemorative Medal for the 125th Anniversary of the Confederation of Canada. In a letter to recipients, the Governor General of Canada, His Excellency the Right Honourable Ramon Hnatyshyn, states that the "award is being made to those persons who have made a significant contribution to Canada, to their community, or to their fellow Canadians." The letter further states that "the decoration is a reminder of the values of service, individual respect, and community effort on which Canada was built and on which its quality of life will always depend."

Collins has a history of volunteer activities, in both support and leadership roles, dating back to the 1960's, in such groups as the Jamaican Canadian Association, The Harry Jerome Awards Selection Committee, the National Council of Jamaicans and Supportive Organizations in Canada, the Jamaican Bellevue and General Hospital Committee, the Black Education Project,

and Library of Black People's Literature--among others.

Other recognitions given to Collins include a George Brown College Board of Governors Award for Community Service, a Mico Alumni Appreciation Award, a JCA Appreciation Award, and a Volunteer Service Award from the Ontario Ministry of Citizenship and Culture.

Two other Scarborough residents of Jamaican origin who have also received medals are Ron King, also nominated by Gerry Phillips; and Sylvia Pusey, nominated by Senator Anne Cools.

Dr. John Brooks, who was named to the order of Canada in January, has been presented with the insignia of the Order and plaque by Governor-General Ray Hnatyshyn.

Brooks was among 60 people appointed as members of the Order. It was the latest high profile public recognition for Brooks, who migrated to Canada from Jamaica in 1963. After 26 years as a home appliance technician, Brooks retired from the profession, but never stopped working with members of the community in their efforts to better their social and economic condition. In the 30 years Brooks has been in Canada,

July 1993 InFocus 10



Dr John Brooks received the insignia of the order of Canada. Governor-General Roy Hnatyshyn (right) made the presentation.

his name has been associated with various charitable causes, such as children's Christmas parties, sporting activities, programs for new immigrants, daycare projects and fundraising for famine relief in Africa.

Able assisted by his wife Pat, he founded the National Domino League of Canada and is the Founding-Director of the John Brooks Community Foundation and Scholarship Fund. Apart from being invested with the Order of Canada, Brooks has also received the Ontario Medal for Good Citizenship, Jamaica's Order of Distinction, the Macdonald-Cartier Achievement Award, the Humanitarian Award of Classique International Foundation, the Harry Jerome Award for Community Service and the Civic Order of Merit from the City of Toronto. He received an honorary doctor of Laws degree from Queen's University last year.

continued from front page

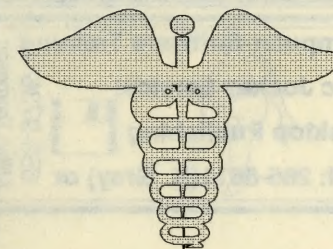
Though it was only for one evening that these members of our Association were being honoured for their hours of commitment and hard work, to these dedicated volunteers the JCA owes a considerable amount of gratitude and appreciation.

July 1993 InFocus 11

AWARD FOR JUANITA WESTMORELAND-TROARE

A decision has to be made about A.I.D.S.

Being infected or affected, you must take responsibility for your own actions! Because they will affect the people closest to you. Our Black communities are being affected negatively by our own denial regarding A.I.D.S.. For more information on this subject please contact: **Black C.A.P.(416) 971-7588**



The **Black Coalition for A.I.D.S. Prevention** is a coalition of Black community organizations who come together to address the issue of A.I.D.S in our communities.



C.Y.F.S. awards Juanita Westmoreland-Toare

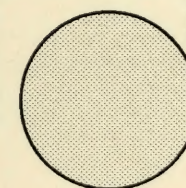
By Horace Wright

Employment Equity Commissioner **Juanita Westmoreland-Troare** received an award from JCA's Caribbean Youth and Family Services, at our Black History Workshop in February at the Westview Centennial Secondary School. The theme for the month that was selected by the agency was *the role of Black women in Canadian Society*.

Westmoreland Troare explained the role our ancestors played in the early years and that the triumph came as a result of hard work, commitment

and dedication. To make our society culturally aware of who we are, we should internalize these characteristic in our present community.

There were approximately 350 students along with the support of teachers and staff. Westmoreland-Troare, who is a lawyer by profession, was appointed as Ontario's first employment Equity Commissioner in March, 1993. The Caribbean Youth and Family Services and the Jamaican Canadian Association had been impressed by Westmoreland-Troare's willingness to participate in community activities, especially Black History Workshop held in February 1993, hence, a surprise presentation of a scroll shaped plaque to her. The presentation was witnessed by several of the Commissioner's staff members.



Speed Freight Forwarding Co.

70 Belfield Rd., unit 18, Rexdale,
Ontario M9W 1G3

Ph.(416) 243-2224

Regular shipping Services
to the Caribbean,
Guyana, U.S.A., U.K. and
Europe.

For a free estimate please
call: (416) 243-2224.

Ottawa

Crating, Pickup and
delivery Services available. Please call:

(613) 727-1043

Please try to Attend our
Annual Picnic
July 11, 1993 and our
Independence Celebrations
in August.

Detail are on page 5

MATURITY

Submitted by Grace Williams

May 25, 1993

Maturity is the ability to do a job whether you are supervised or not; finish a job once it is started; carry money without spending it, and be able to bear an injustice without wanting to get even.

Maturity is patient. It is the willingness to postpone immediate gratification in favour of the long-term gain.

Maturity is the capacity to face unpleasantness and frustration, discomfort and defeat without complaint or collapse.

**COME
GROW
WITH US**

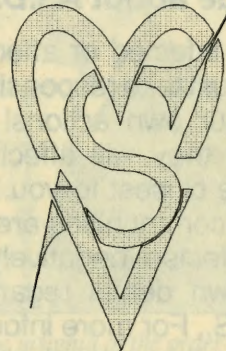
Maturity is humility. It is being big enough to say, "I was wrong." And, when right, the mature person need not experience the satisfaction of saying, "I told you so."

Maturity is the ability to make a decision and stand by it. The immature spend their lives exploring endless possibilities; then they do nothing.

Maturity means dependability, keeping one's word, coming through in a crisis. The immature are masters of the alibi. They are confused and disorganized. Their lives are a maze of broken promises, former friends, unfinished business and good intentions that somehow never materialized.

Maturity is the art of living in peace with that which we cannot change, the courage to change that which can be changed and the wisdom to know the difference.

Multi-Service



Ventures

Computer Software Training

Disc Jockey Service!

Desktop Publishing

Call: 285-8811 {K. Gray} or

**658-9736
Milton Thompson**

JAMAICAN CANADIAN ASSOCIATION
1621 Dupont Street
TORONTO, Ontario
M6P 3S8